

ORDINANCE NO: 1862

ORIGINAL

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, SETTING 1996 PAY RATES FOR
REPRESENTED EMPLOYEES COVERED BY THE
REDMOND CITY HALL EMPLOYEES ASSOCIATION
AND FOR NON-UNION EMPLOYEES

WHEREAS, the City of Redmond agreed through the collective bargaining process to grant across-the-board increases in salaries for 1996 to City employees represented by the Redmond city Hall Employees Association bargaining unit and these increases should be reflected by amending Pay Plan G - RCHEA, and

WHEREAS, the city of Redmond wishes to grant its non-union employees an adjustment in compensation equaling that granted certain bargaining unit employees, NOW, THEREFORE,

THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, DO
ORDAIN AS FOLLOWS:

Section 1. "Pay Plan G - RCHEA", covering general government employees represented by the Redmond City Hall Employees Association bargaining unit is hereby amended by granting a 2.56% across-the-board increase in 1996 pay rates over rates of pay in effect 31 December 1995 as adopted by Ordinance 1839 as set forth in Exhibit A attached hereto and incorporated by this reference as if set forth in full.

Section 2. "Pay Plan N - Non-Union", covering non-union employees is hereby amended by granting a 2.56% across-the-board increase in 1996 pay rates over rates of pay in effect 31 December 1995 as adopted by Ordinance 1840 as set forth in

Exhibit B attached hereto and incorporated by this reference as if set forth in full.

Section 3. Non-union employees, excluding the Mayor, department heads and the Mayor's Executive Assistant, shall be given the option in 1996 to elect either: (A) one additional day off with pay (eight hours) as a floating holiday in addition to the floating holiday for which they are already eligible, subject to the rules governing floating holidays specified in Section 6.20 of the Redmond Personnel Manual; OR, (B) the dollar equivalent of eight hours pay at 1996 rates, payable in a lump sum and subject to such taxation and deductions as may otherwise be applicable. If the non-union employee does not elect Option B by January 16, 1996, then he/she shall receive Option A only. For part-time employees, both options are subject to pro-rating, as follows: (1) for Option A, the schedule contained in Section 6.70 of the Redmond Personnel Manual shall apply; (2) for Option B, the pay for a day will be pro-rated based on the proportion the part-time employee's scheduled workweek on file with the Payroll Section bears to the standard 40 hour workweek.

Section 4. The changes to "Pay Plan G - RCHEA" and "Pay Plan N - Non-Union" effectuated by this ordinance shall be effective as of 1 January 1996, respectively.

Section 5. This ordinance, being an administrative action, is not subject to referendum and shall take effect five days after its publication, or publication of summary thereof, in the City's official newspaper.

CITY OF REDMOND


MAYOR, ROSEMARIE IVES

ATTEST/AUTHENTICATED:


CITY CLERK, BONNIE MATTSON

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY

BY: 

FILED WITH THE CITY CLERK:
PASSED BY THE CITY COUNCIL:
SIGNED BY THE MAYOR:
PUBLISHED:
EFFECTIVE DATE:
ORDINANCE NUMBER: 1862

November 27, 1995
December 5, 1995
December 5, 1995
December 13, 1995
January 1, 1996

CITY OF REDMOND

PAY PLAN "G" RCHEA

(For classifications covered by the Redmond City Hall Employees Association bargaining unit)

CLASSIFICATION ALIGNMENT/PAY SCHEDULE

Effective: 01 January 1996

Monthly Salaries

<u>Title</u>	<u>Pay Grade</u>	<u>Range</u>	
		<u>Low</u>	<u>High</u>
	0	1,493	1,793
	1	1,573	1,888
Van Driver	2	1,655	1,985
OFFICE CLERK <i>Data Entry Clerk</i>	3	1,745	2,094
Printer's Assistant Preschool Teacher	4	1,846	2,215
Office Assistant	5	1,949	2,338
ACCOUNTING CLERK	6	2,058	2,470
SENIOR OFFICE ASSISTANT Secretary	7	2,179	2,614
Accounting Assistant Recreation Program Assistant	8	2,299	2,759
ADMINISTRATIVE SECRETARY Printing Technician Senior Recreation Program Assistant	9	2,430	2,917
Senior Administrative Secretary Farm Caretaker	10	2,571	3,086

* Exempt Positions
ALL CAPS: Benchmark Positions

Exhibit "A"

Title	Pay Grade	Range	
		Low	High
ENGINEERING AIDE Senior Accounting Assistant Planning Technician Office Supervisor Senior Services Specialist System Application Coordinator Deputy City Clerk PC Support Consultant Paralegal Assistant Recycling Program Coordinator Permit Technician Buyer	11	2,717	3,396
Engineering Technician Safety Coordinator*	12	2,873	3,591
<i>Building Inspector</i> Systems Technician Senior Engineering Technician Recreation Coordinator* Recycling Program Coordinator* Administrative Coordinator* Water Conservation Coordinator* Budget Analyst* Management Analyst*	13	3,038	3,797
Applications Support Consultant* SENIOR BUILDING INSPECTOR Code Enforcement Officer* Community Information Coordinator* CONSTRUCTION INSPECTOR	14	3,212	4,017
PLANNER* Lead Construction Inspector Senior PC Support Consultant*	15	3,406	4,256
Plans Examiner* Park Planner* Senior Planner* Human Services Planner* CIVIL ENGINEER* Assistant Building Official*	16	3,603	4,684
SENIOR CIVIL ENGINEER*	17	3,818	4,773

* Exempt Positions
ALL CAPS: Benchmark Positions

Exhibit "A"

CITY OF REDMOND
PAY PLAN "N" - NON-UNION
CLASSIFICATION ALIGNMENT/PAY SCHEDULE
Effective: 1 January 1996

Monthly Salaries

<u>Title</u>	<u>Pay Grade</u>	<u>Range</u>	
		<u>Low</u>	<u>High</u>
Office Assistant	C2	1,949	2,338
SENIOR OFFICE ASSISTANT Secretary	E2	2,179	2,614
ADMINISTRATIVE SECRETARY Human Resources Technician	G2	2,430	2,917
Senior Administrative Secretary	H2	2,571	3,086
Office Supervisor Assistant Fire Mechanic	A5	2,717	3,396
Budget Analyst* Management Analyst* Executive Secretary*	C5	3,038	3,797
Human Resources Analyst* Employment & Benefits Coordinator*	D5	3,212	4,017
Fire Mechanic Financial Analyst* Utility Accounting Supervisor* Policy Analyst*	E5	3,406	4,256

* Exempt Positions
ALL CAPS: Benchmark Positions

<u>Title</u>	<u>Pay Grade</u>	<u>Range</u>	
		<u>Low</u>	<u>High</u>
PUBLIC WORKS SUPERVISOR* Parks Maintenance Supervisor* General Services Supervisor* Recreation Services Supervisor* City Clerk* Special Services Supervisor* General Accounting Supervisor* Deputy Prosecuting Attorney*	A3	3,603	4,684
Senior Management Analyst* Systems Manager*	B3	3,818	4,964
Planning Supervisor* Accounting Manager* Support Services Manager* Utility Engineering Supervisor* Risk Manager* Prosecuting Attorney* Purchasing Manager* General Services Manager*	D3	4,049	5,262
Assistant City Engineer* Transportation Division Manager* Recreation Division Manager* Parks Division Manager* Construction Division Manager* Utility Manager*	E3	4,296	5,584
Financial Planning Manager* Building Division Manager* Storm Water Utility Manager* Information Services Manager* Police Lieutenant*	F3	4,549	5,913
City Engineer* Assistant Planning Director* Commander* Deputy Fire Chief* Transportation Policy Manager* Deputy Public Works Director*	G3	4,820	6,265

* Exempt Positions
ALL CAPS: Benchmark Positions

Exhibit "B"